

SIDDHARTH INSTITUTE OF ENGINEERING & TECHNOLOGY:: PUTTUR
(AUTONOMOUS)
MBA II Year II Semester Regular & Supplementary Examinations April-2026
INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Time: 3 Hours**Max. Marks: 60****SECTION – A**

(Answer all Five Units 5 x 10 = 50 Marks)

UNIT-I

- | | | | | |
|---|--|-----|----|----|
| 1 | a Define IHRM. Mention international HRM objectives. | CO1 | L1 | 5M |
| | b Discuss the issues of international human resource management. | CO1 | L2 | 5M |

OR

- | | | | | |
|---|--|-----|----|----|
| 2 | a Distinguish between Domestic HRM and Gobal HRM. | CO1 | L2 | 5M |
| | b Is Global HRM more challenging when compared to HRM? Justify with your answer. | CO1 | L2 | 5M |

UNIT-II

- | | | | | |
|---|---|-----|----|----|
| 3 | a Write a short note on culture and explain the elements of culture. | CO2 | L1 | 5M |
| | b How will you select a candidate for an international assignment in an IT company? | CO2 | L2 | 5M |

OR

- | | | | | |
|---|---|-----|----|-----|
| 4 | Discuss Hofstede's cultural dimensions and its implication on global human resource management. | CO2 | L2 | 10M |
|---|---|-----|----|-----|

UNIT-III

- | | | | | |
|---|---|-----|----|----|
| 5 | a Explain the process of international staffing along with diagram. | CO3 | L2 | 5M |
| | b Explain the different approaches of international compensation. | CO3 | L2 | 5M |

OR

- | | | | | |
|---|--|-----|----|-----|
| 6 | Explain differences between PCN's and TCN's. | CO3 | L2 | 10M |
|---|--|-----|----|-----|

UNIT-IV

- | | | | | |
|---|---|-----|----|-----|
| 7 | Demonstrate the implication of Global compensation on Indian system? Discuss. | CO4 | L3 | 10M |
|---|---|-----|----|-----|

OR

- | | | | | |
|---|---|-----|----|-----|
| 8 | Analyze the components of effective performance appraisal program | CO4 | L4 | 10M |
|---|---|-----|----|-----|

UNIT-V

- | | | | | |
|---|---|-----|----|----|
| 9 | a Define trade union and the types of trade unions. | CO5 | L1 | 5M |
| | b Enumerate the importance and need for participative management. How is it different from negotiation? | CO5 | L2 | 5M |

OR

- | | | | | |
|----|---|-----|----|----|
| 10 | a Difference between labor relation practice in Europe and USA. | CO5 | L2 | 5M |
| | b Discuss the HR practices prevalent in European countries. | CO5 | L2 | 5M |

SECTION – B
(Compulsory Question)

11 CASE STUDY

1 x 10 = 10 Marks

Blue jeans are a legendary component of American culture from 1873, when Levi Strauss patented the riveted denim jeans. Levi Strauss doesn't actually make the jeans in the United States. In the late 1990 and early part of this decade, Levi Strauss undertook a substantial shift in the location of its manufacturing operations. By 2004, Levi Strauss had shut down its domestic operations and moved production facilities to foreign countries such as Mexico and China. Costs were a major factor for this decision. What might cost \$6.67 to make in US costs about \$3 in Mexico and \$1.50 in China. However, these changes have their own cultural perspectives with different work cultures prevailing in these countries.

Questions:

- a). What are the various environmental challenges you will anticipate as HR manager? What are various HR challenges you face while working in cross – cultural environments?

- b). What are the actions you take as HR manager while establishing organization in different countries.

***** END *****